

# CHILD CARE CHALLENGE



NEWSLETTER OF THE ONTARIO COALITION FOR BETTER CHILD CARE

*Child care advocates join the Ontario Public Service Employees Union at a "Say No To Scrooge" rally held at Queen's Park on December 9th. Demonstrators were protesting cuts to public services, many of which will impact on children and their families.*



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The **Child Care Challenge** is the quarterly newsletter of the Ontario Coalition for Better Child Care.

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## **JOBS ONTARIO CHILD CARE SPACES & CHILD CARE REFORM: NO TIME FOR DELAY**

**W**hen the provincial government announced its intention to provide 20,000 new spaces in connection with its **jobsOntario** child care initiative, child care advocates expressed some optimism. It was hoped this initiative would bring some relief to the crisis in Ontario's child care services. The decision to fully fund these spaces, could have made **jobsOntario** a testing ground for child care reform. The 100 per cent funded spaces could have laid the ground work for a base-funded child care system.

Events have turned out differently. To date less than 200 **jobsOntario** child care spaces have been implemented. At a series of information meetings held by the Ministry of Community and Social Services, participants were told that the introduction of child care reform legislation is being postponed one year, to 1994.

The lack of affordable accessible child care is a barrier to women joining the work force. It means full-fee spaces go vacant, draining programs of desperately needed revenues, while thousands sit on waiting lists.

Government representatives claim the **jobsOntario** program will meet the commitment of delivering 20,000 child care spaces in three years. Children and their families cannot wait three years. Child care advocates are calling on the Ontario government to release 10,000 of the 20,000 **jobsOntario** child care spaces into existing services immediately. These spaces should be a component of child care reform. At the same time, child care reform must be put back on its original timetable, with the introduction of legislation targeted for the originally projected date of 1993.

The money is there. It has been committed. The need is there. The long waiting lists are ample proof. Ontario's children and families need action on child care, not more empty promises.

## JOBS ONTARIO: CHILD CARE SPACES NOT FLOWING

**C**hild care advocates responded to reports that less than 200 **jobsOntario** child care subsidies have been used to date by calling for 10,000 of the 20,000 subsidies to be released immediately into the broader child care community. "The **jobsOntario** subsidies are not flowing, and meanwhile existing child care services are falling apart", said Jane Bertrand, president of the Ontario Coalition for Better Child Care.

The child care component of the Jobs Ontario program was announced on June 24, 1992, with 5,000 of the 20,000 spaces expected to come on stream in the first year. As of November 6, 150 child care subsidies had been used by individuals in preliminary training, and 38 spaces by those who had landed jobs through the program. Meanwhile, 5,500 empty spaces have pushed centres to the point of financial collapse while the children of over 12,000 Ontario families are on waiting lists for subsidies.

In calling for the release of the 10,000 spaces Bertrand pointed out, "The waiting lists demonstrate the urgent need for child care. The commitment to child care has been made through **jobsOntario** and the dollars are there. We are not asking for anything extra."

The Coalition president stated that child care advocates had advised the Ministry responsible for administering **jobsOntario** back in June that there were a number of barriers present which would hinder the implementation of the child care component of the plan.

"We advised the Ministry that the best way to ensure spaces would be utilised would be to stabilise existing programs by filling vacancies, which would also relieve pressure on existing waiting lists," said Bertrand. "These steps have not been taken, and the result is unused subsidies and spaces sitting empty while children go without child care."

## ONTARIO GOVERNMENT RENEGES ON PAY EQUITY

**C**hild care advocates reacted angrily to reports that promised amendments to the Pay Equity Act were among the casualties of provincial fiscal constraint. "Last December Labour Minister Bob Mackenzie told the Ontario Legislature that wage fairness for women was a 'right, not a luxury'. That 'right' just got placed on the back burner," Kerry McCuaig, executive director of the Ontario Coalition for Better Child Care, told a Queen's Park media conference November 30.

The majority of Ontario's 20,000 child care workers were excluded under the four year old Pay Equity Act, which can only be used in workplaces where there is are traditional male jobs to serve as comparisons. Introduced in December 1991, Bill 168 would have provided a new technique called proxy. Under proxy women in all-female workplaces, such as child care programs, would be able to compare their jobs to male jobs in similar establishments.

Instead the government withdrew Bill 168, replacing it with the new Bill 102. The new bill contains the same amendments, but delays implementing the legislation another year to January 1994, and drags out payments to some workers from 1995 to 1998.

Extending pay equity to those women who were excluded under current legislation was to be a priority of this government. Bill 168 was to have been at the top of the government's legislative agenda in the summer session. The Coalition was then assured it was to be top priority in this session. Bill 102 received seconding reading in the legislature before the session recessed December 8.

## CAMPAIGN LAUNCHED TO RELEASE JOTF SPACES

The Ottawa-Carleton Child Care Association (OCCCA) has launched a campaign calling for 10,000 Jobs Ontario child care spaces to be released immediately to the broader non-profit child care sector. The OCCCA is also asking the government to broaden the Jobs Ontario Training Fund (JOTF) child care eligibility requirements to include parents attending high school, community colleges, universities, and other job training programs.

Over 5,000 postcards addressed to Premier Rae have been distributed to advocates, educators, and child care program staff, parents and children. The children's palm prints on one side of the card are a graphic reminder of just who is being hurt by the lack of affordable and accessible child care.

OCCCA members say that as well as the card campaign, they will be lobbying all local area MPPs to put pressure on the government to release the 10,000 spaces immediately.

In addition to the Jobs Ontario issue, the campaign is also pushing the government to lift the freeze on the Direct Operating Grant and the Wage Enhancement Grant. Child care program staff hired after the March 31, 1992 freeze do not currently qualify for this funding.

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## DIVISIONAL CHILD CARE MANAGEMENT COMMITTEE

The MCSS staff listed below sit on the Divisional Child Care Management Committee (DCCMC). Those marked with an \* were the contacts for the recent child care information meetings. More meetings are being held, so contact the DCCMC representative in your area to ensure you are on the mailing list for all notices of meetings, as well as to obtain an update on local planning in your area.

Florence Lake, Program Supervisor, North Region: (705)946-7425

Larry Himmelman, Program Supervisor, South West Region: (519)884-4700

Karen Glass, Program Supervisor, Central Region: (416)325-0662

Sue Braun, Area Management, Thunder Bay District: (807)625-7465

Gayle Gammie, Area Facility Management, Central Region: (705)326-7361

Dave Morrow, Area Management, Kingston Area: (613)545-4501

Wenda Hodsdon, Planning Officer, Central Region: (416)325-9779\*

Monica Alyea, Planning Officer, South East Region: (613)548-6761\*

Ruth Wells, Planning Officer, North Region: (705)949-8052\*

Nadine Edmondson, Planning Officer, South West Region: (519)438-8344\*

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"Child care workers were left out by the Liberals. Now we have been insulted by the NDP," McCuaig said.

"We are told we have to wait for pay equity because of the recession. Child care workers know all about recessions. We have been in a permanent recession. Our low wages have been used to subsidize a vital public service," she told the news conference.

Most child care positions require a college education, yet full time staff average \$10.60 an hour. "We all pay for these low wages: staff, parents, children, society," McCuaig noted. "Child care staff are averaging five years in the field. The high turnover, the inability to recruit and maintain experienced professionals, affects the quality of care the children receive."

Delaying pay equity for child care workers was particularly petty because the dollar amounts were small. The payouts were to come in at one per cent of a payroll a year. For the average centre this would have represented about \$3,500 a year, distributed among all the staff.

"Extending pay equity to child care workers was as much a social justice issue as an economic one," McCuaig said. "It would not have brought immediate economic security. But it would have told child care staff that the work they do is valued. It would have given them hope for their future."

## MCSS HOLDS INFORMATION MEETINGS

**T**his past November and December the Ministry of Community and Social Services held a series of information meetings to discuss the child care management framework, financial management, conversion, **jobsOntario**, and child care reform.

Child care executive lead Marg Gallow stated that guidelines on local management planning were (at that point) just beginning to go out to the area offices. She emphasised that management of child care remains at the area office level, and that the management plan is only intended to provide a framework for decision-making. She noted that the area offices were at various stages in the planning process, especially concerning community participation, saying that "...there are 13 different definitions of community out there..." and that developing a community involvement process would take some time.

Nonetheless, community meetings are proceeding rapidly in some areas, and groups of various types are being formed. However, there is some confusion as to exactly what - or who - is driving the process. A paper titled "How to Do Community Planning" by Rick Williams is being used by the child care branch as a guide to their community outreach process. However, the paper is not policy. Nor has policy been determined on the composition of planning groups, their mandate, obligations to the community, or reporting mechanisms. Groups are forming and making recommendations, and it is a matter of concern as to how this will mesh in the absence of broad policy direction.

Suzanne Zakoor of the central office made presentations on both financial management and conversion. The firm Marmer & Penner has been chosen to conduct the valuation process. MCSS has received over 90 enquiries from commercial centres interested in converting, representing approximately 5,000 spaces. The Ministry expects 60 - 70 valuations to be conducted between December and February 1993. The actual conversion process is expected to take two to three months.

Marnie Campbell of **jobsOntario** Training Fund (JOTF), acknowledged there have been problems in bringing the child care spaces on line. (See page 3) She admitted that the projection of 5,000 spaces for the first year would probably be rolled into the original projections of 5,000 spaces for the second year. The government still expects to meet the final number of 20,000 spaces by the end of the third year.

Campbell told the Toronto meeting she anticipates the JOTF spaces will be rolled over into the regular system. When questioned on the feasibility of this prediction, especially in terms of municipal acceptance and funding issues, she replied "...this is tied in with child care reform and disentanglement, and it would be premature to discuss a funding formula."

Campbell also acknowledged some JOTF child care subsidies have gone to the informal sector. In some cases they have been used to provide licensed private home care. Nor does JOTF funding cover 100 per cent of the actual cost of providing spaces. Campbell had no answer as to how to solve the problems this generated. There are no plans to extend JOTF jobs to the non-profit sector.

She stated there is not enough participation in the program by sole-support mothers, and that the Ministry is attempting to address this. As well, the types of jobs created to date have been largely of the factory/assembly-line type, in residential cleaning services, the garment industry, and in long-haul trucking.

On child care reform, Patricia Baynham of the child care branch informed participants that the Ministry planned to have the consultation report available by the second week of December 1992, and would be mailing copies to all consultation participants and stakeholders. In giving an overview of the report she noted there was, in the participants breakdown, "some double-counting" especially where "parents were wearing two hats".

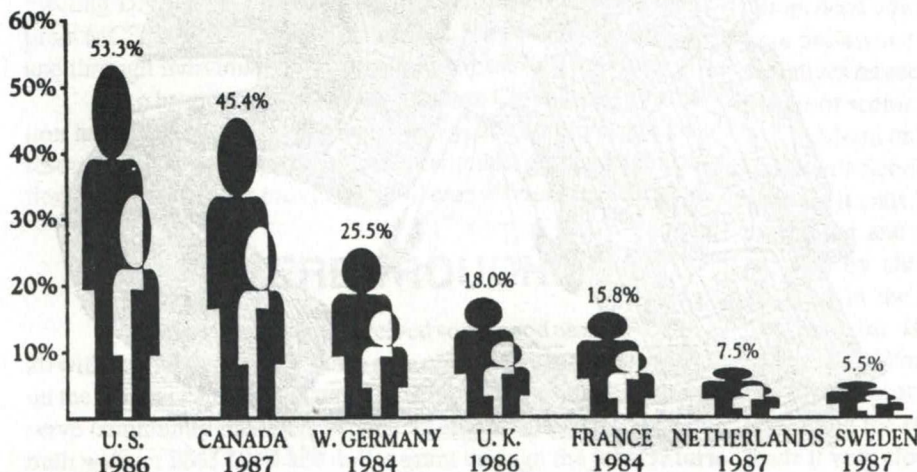
First Nations consultations, with both the on- and -off reserve communities, are just beginning.

In its cabinet submission MCSS will be looking for policy direction in the areas of revenue recovery, base funding, and local management. A timetable for reform will then be developed. Focus groups, task groups, and project teams will be established to guide the development and implementation of the interim measures leading to reform. A second cabinet submission from MCSS is planned once the funding and management issues have been clarified, and draft legislation developed through 1994.

The main item coming out of Baynham's report, and an item of concern for reform advocates, was that the timeline for child care reform has been delayed, with legislation expected in 1994, rather than in the spring of 1993 as originally promised. Gallow was quick to point out that the decision to delay legislation came from MCSS Minister Marion Boyd, who wants to ensure that all the necessary advance work gets done prior to legislation. As well, the government is facing a tight legislative agenda, especially with the necessity of getting new social assistance legislation passed. Nonetheless, the reality is that Ontario's child care services need reform now.

## INTERNATIONAL SINGLE-PARENT POVERTY RATES

(Source: Calculations provided by the Centre for International Statistics, using Luxembourg Income Study microdata file)



Source: Centre for International Statistics at the Canadian Council on Social Development

## CALENDAR

"Children: The Heart of the Matter"  
 Canadian Child Day Care Federation  
 Third Annual Conference  
 Toronto, Ontario  
 May 26 - May 29, 1993  
 For information contact:  
 The Canadian Child Day  
 Care Federation  
 401 - 120 Holland Avenue  
 Ottawa, Ontario K1Y 0X6  
 Tel: (613) 729-5289  
 Fax (613) 729-3159

South East Grey Community Outreach  
 Open House  
 January 15, 1993  
 35 Walker St., Markdale  
 For further information contact:  
 SEGCO  
 P.O. Box 51, Markdale Ont. N0C 1H0  
 Tel: (519) 986-3692

North Western Ontario Regional Day  
 Care Committee  
 Annual Spring Forum  
 March 26 & 27  
 Thunder Bay, Ontario  
 For further information call:  
 1-807-345-8803

Ontario Coalition for  
 Better Child Care  
 First Network Forum  
 February 20  
 Members' Lounge, New City Hall  
 Toronto  
 For further information call:  
 1-416-538-0628

Ontario Coalition for  
 Better Child Care  
 Council Meeting and AGM  
 February 21  
 Members' Lounge, New City Hall  
 Toronto  
 For further information call:  
 1-416-538-0628

## WORTH OF CHILD CARE EMPLOYEES RECOGNISED!

The week of November 1-7, 1992, was proclaimed "Week of the Child Care Employee" in the Manitoba communities of Winnipeg, Brandon, Churchill, Portage la Prairie and Thompson. The mayors of these cities signed proclamations which called upon citizens to "...acknowledge the education, commitment, and importance of child care employees to children, families, and economic development...".

The week was marked by a series of events including open houses, child care task challenges with local celebrities, and a staging of the Global Change game, where players create a new vision of the future on a large, colourful world map.

The provincial conference of the Manitoba Child Care Association (MCCA) was held in Brandon at the end of Child Care Employees Week. It was through the efforts of the MCCA that Child Care Employees Week was proclaimed. The MCCA is the provincial voice for child care in Manitoba. Its 2,000 members include child care professionals working in child care programs, parents, volunteers on centre boards, students and other community members.

## WEG/PEG UPDATE

**A**

lthough the 1992 WEG was sent to programs with the 1992 final quarter DOG cheque, the promised 1 per cent increase was not included. MCSS Funding Unit Manager Bryan Stanish has said they hope to have the one per cent retroactive payment on the next quarterly DOG cheque. This means the December DOG cheque for the first quarter of 1993 should include the

following:

- \* 1993 first quarter DOG instalment
- \* 1 per cent WEG increase retroactive for 1992
- \* first quarter instalment of the 1993 WEG

Stanish says if the 1992 one per cent retroactive WEG payment is not on the 1993 first quarter DOG cheque, it will be on the second quarter instalment.

Additional confusion has been caused by the total WEG and DOG amounts being combined on the 1992 final quarter cheque, and the cheque arriving without any letters of agreement or guidelines as to how it should be disbursed. Many programs thought the WEG and DOG guidelines (as opposed to just the dollar amounts) had been integrated, and were unsure as to how to deal with the funds.

At this point new guidelines for the combined WEG/DOG have not been finalised. Funds should be disbursed as in the past. The Coalition has urged the Child Care Branch to send clarification letters to the programs, and to advise programs in advance of any changes. We are also continuing to lobby the Ministry on the integration of guidelines.

Differences in how the WEG and DOG are calculated and administered could lead to serious inequities in combining the guidelines for the two. We will continue to keep you informed of the progress being made in this area.



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## SOUTH EAST GREY

In our last issue we told you that South East Grey Community Outreach (SEGCO) was on its way to national coverage through an article being written for Chatelaine magazine. Well, the writing is done and publication confirmed for the July 1993 issue. So make a note in your 1993 calendars to make July's Chatelaine part of your summer reading list.

The icing on this cake was the news that freelance journalist Cindy Barrett, who sold Chatelaine on the SEGCO story, has convinced Today's Parent magazine to run an even longer story on SEGCO for an upcoming issue. Given the greater length, Cindy expects to be able to talk to, and feature, SEGCO parents to a large extent. SEGCO Executive Director Carol Gott says she's pleased to see the parents getting the nod this time. After all, they're what makes SEGCO the community success it is.

Meanwhile SEGCO has moved into its new home in Markdale. The sound of busy hammers in the background when we spoke with Carol affirmed that renovations are still being completed. Nevertheless, Carol says everyone is pleased to be under one roof at last. Bringing the resource centre, the day care centre and the pilot project ("The Great Parent Break", a service for stay-at-home parents) under one roof has allowed SEGCO to integrate services and make itself more accessible to the community. The ability to do community outreach has been increased and flexibility enhanced, with the program now able to take infants.

## OTTAWA\CARLETON

As noted on page 3 of this issue, Ottawa/Carleton has launched a card and lobby campaign to have 10,000 jobsOntario child care spaces released immediately to the broader child care community. At the same time, efforts are still be made to have MCSS deal with the infant ratios problem. (See Child Care Challenge, Fall 1992) The regional municipality of Ottawa/Carleton has provided some short-term relief by agreeing to allocate \$25-thousand to a number of centres which had incurred extra costs in meeting DNA ratios requirements. Advocates are continuing to press MCSS both through the Child Care Network representative and through individual representations to resolve the issue.

On a brighter note, Ottawa-Carleton Child Care Information has received an \$84-thousand one-year grant to establish a resource centre which will support individuals, groups, organizations and associations providing child care services to the region.

## PETERBOROUGH

The Peterborough area received some good news on October 20 with the announcement that a new child care centre will be built on the Nassau campus of Trent University. The centre, which will serve community members as well as students and staff, is being built with an \$865 thousand dollar grant through the jobsOntario capital fund. The project will employ 23 people for approximately

seven months. The centre will be licensed for up to 10 infants, 15 toddlers, and 32 pre-school children, and will be operated by one of our Network members, Trent Day Care Centre Inc.

## NORTH WEST

The North Western Ontario Regional Day Care Committee (NWORDCC) held its Regional Council meeting on December 5 in Thunder Bay. The meeting was a full one, with agenda items including a discussion of the status of the disentanglement initiative, and a submission to the provincial government from the Ontario Coalition for Better Child Care. The meeting was attended by MCSS District Manager Sue Braun, who provided the council with an update on how MCSS is engaging the community in planning for child care reform.

Council members also determined that the annual NWORDCC spring forum will be held on March 26 and 27 in Thunder Bay. Watch this space and the Child Care Challenge calendar for further details.

In other area news, Thunder Bay city councillor Evelyn Dodds lost her battle to close Thunder Bay child care centres when council voted to maintain the status-quo on existing services pending the outcome of child care reform and disentanglement. Dodds had wanted child care subsidies to be directed to private home care. Dodds has retaliated by demanding that council compile a report on all subsidies delivered in Thunder Bay, including those directed to child care.

## METRO TORONTO

The non-profit vs. commercial child care issue has heated up again in Metro Toronto. Several metro councillors have called for the resignation of MCSS Minister Marion Boyd over the provincial government's decision to no longer extend public funding to the private sector. Both the conversion initiative and the decision to send new subsidies to the non-profit sector only have been labelled "criminal" by some councillors. Perhaps these councillors need a reminder that the previous Liberal government also gave preference to non-profit programs, and that the federal Conservatives refuse to cost-share any portion of operating grants to the for-profit sector.

Metro child care advocates are also concerned about Metro Children's Services and the MCSS Toronto area office's emphasis on what it calls "licensing efficiencies". This strategy focuses on examining and auditing each line item of the budget expenses incurred by child care centres to ensure that the programs are operated in the most cost-efficient manner possible. The Metro Coalition for Better Child Care participated in the Licensing Efficiencies Workgroup which endeavoured to involve the community in the process. While the Coalition supports the notion of improving the efficiency of centres' budget operations, they have made it very clear that maintaining quality programs is of the first

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importance. For example, hot lunches are seen as a major "cost driver" in many centres. But the reality is that for many children, this may be the only nutritious meal of their day.

If a centre is not satisfied with the recommendations made by their Program Supervisor concerning licensing efficiencies, an appeal process is available through the Children's Services Division. The Metro Coalition will be providing support to centres who wish to launch such appeals.

## ST. THOMAS

Child care workers at St. Thomas Psychiatric Hospital (STPH) Day Care are facing an uncertain future. The Ministry of Health has told the St. Thomas hospital and its London counterpart, the London Psychiatric Hospital, they must shave \$15-million from their combined budgets. Given the amount to be cut, a total merger - meaning the closure of one facility - appears to be the only feasible option. Tina Porter of STPH Day Care, which operates in the same building as the hospital, says that if St. Thomas Psychiatric closes, the child care program may be forced to close as well. "We can't afford to transfer," said Tina. "Where would the funding come from?" The program relies heavily on in-kind services from the hospital to remain viable. Remaining in the building if the hospital closes is not an option.

With 49 children enrolled and more on the waiting list, Tina says parents would find it difficult to access care elsewhere in St. Thomas. Elgin county has already been hard hit by the recession. Further lay-offs, coupled with the loss of a high-quality non-profit child care centre, would indeed be a blow to the community.

Meanwhile in London, commercial operators have expressed an interest in conversion. A meeting on conversion held by the London area office on November 5 was attended by over 50 representatives from commercial and non-profit child care centres, community agencies, and MCSS staff.

Program supervisor Marc Roberts provided an overview of the child care management framework as well as of conversion. Over 27 London area commercial centres, representing 1,500 spaces, have indicated they wish to convert to non-profit status. This represents almost half of the commercial centres in the London area, and the highest level of interest shown so far throughout the province.

The London area office followed this meeting with a November 19 fall forum, as part of a series of information meetings held across the province. (For more on the meetings, see page 4)

## WINDSOR/ESSEX

The Canadian Auto Workers (CAW) Labour Community Child Care Services celebrated the official opening of its new shift-care facility on November 28. A joint initiative of the provincial government and the CAW, the program provides centre based care between 5:30 a.m. and 1 a.m. for the children of auto workers. The average shift for an auto worker is 8 1/2 hours, with children staying in the centre from 9 to 10 hours. There are 64 children currently enrolled in the centre.

The program also offers a licensed home care component which is available to the entire community. This program has 37 children enrolled.

CAW president Buzz Hargrove, Windsor mayor Mike Hearst, and area MPPs, including Minister of Municipal Affairs Dave Cooke were present for the opening ceremonies. Premier Bob Rae and MCSS Minister Marion Boyd were unable to attend, but sent letters of congratulations which were read out during the festivities.





**A CHILD CARE AGENDA FOR THE 90s:  
PUTTING THE PIECES TOGETHER**

**COVERAGE OF THE CDCAA/OCBCC  
1992 CONFERENCE**

**CONFERENCE RE-AFFIRMS COMMITMENT TO  
UNIVERSALLY ACCESSIBLE CHILD CARE IN CANADA**

More than 400 participants at "A Child Care Agenda for the 90s: Putting the Pieces Together" re-affirmed and broadened the commitment to press for a universally-accessible, high quality child care system in Canada. Sponsored by the Canadian Day Care Advocacy Association and the Ontario Coalition for Better Child Care, the working conference was designed to foster public policy development which will assist the sponsoring organizations in preparing for the next federal election.

Keynote speaker, Judy Rebick, president of the National Action Committee on the Status of Women, reflected the feelings of participants as she re-affirmed that "... we would like to be able to elect a government that will reverse that process of cutbacks and not only reverse but commit to new social programs... and the major reform of the 90s is child care."

Representatives of the three major federal political parties gave their perspective on where child care is at on the political agenda. Barbara Greene of the Progressive Conservatives, reminded the audience that the Government's report on child poverty, released in late 1991, recommended a national day care program. Greene acknowledged that her Government does not have a child care policy but said she and other caucus members intend to pursue one. "I don't want to go into the next election in Canada without a strong policy that talks about day care and helps people to work..."

Mary Clancy, women's issues critic for the Liberal Party, described several child care policy options being examined but stopped short of adding details of when a Liberal government might move to implement a national child care program. The New Democratic's, Chris Axworthy said, the NDP would lift the "cap" on the Canada Assistance Plan immediately, while working out the details of a national child care policy. "... Our commitment has been that in the first year of the first mandate there will be a (move to put) a national child care policy in place," Axworthy pronounced.

Monica Townson, an economic consultant reminded participants that more than 75 per cent of women aged 25-44 are in the paid labour force and that commerce would collapse without women's participation. Each year women pay \$10-billion in income taxes to federal and provincial governments. Yet many women are penalized economically because there is no child care system. Canada needs progressive family policies, including a shorter working week with full pay for parents with young children, and a high quality child care system if our economic policies are to be successful, Townson stated.

Judy D'Arcy, National President of the Canadian Union of Public Employees (CUPE) emphasized the key role the labour movement plays in advocating for high quality child care. In addition to unionizing child care workers and improving wages and working condition for staff, the union movement has been instrumental in campaigning for a child care system in Canada for the last decade. For the Canadian Labour Congress and its member affiliates, child care will be a high priority in the next federal election campaign.

In a lobby following the conference, questions regarding child care were posed to representatives of the Liberal and New Democratic parties on Parliament Hill. Although representatives of the Progressive Conservative Party were also invited to participate, no MPPs attended. Disappointed and angry, lobby participants went to the office of Benoit Bouchard, Minister of Health and Welfare but were refused entry.

## RITA CHUDNOVSKY: PUTTING THE PIECES TOGETHER

*The following are excerpts from remarks made by Rita Chudnovsky to participants in the conference on October 17, 1992. Rita is a faculty member in the Community Programs and Services Division at Douglas College, New Westminster.*

I have been asked to speak today about a national child care agenda, and how it relates to children's poverty in this country, and I have been asked to do that in the context of economic renewal and social justice ...

I want to begin with two points... First, I am more certain than (ever) that we need a national child care program in this country, and that this program must be based on the founding principles of the two sponsoring organisations of this conference...

Secondly I need to say that I have some hesitancy about attempting in such a short time to discuss what I think are difficult issues and issues - issues which require us to be thoughtful, sensitive, and reflective. ... I am going to put out some questions and some challenges, but I need to say my thoughts are very much in progress...

The growth in children's poverty in this country is outrageous, dangerous and unacceptable. The facts, the statistics, the numbers and the calculation of the human cost has been before us for some time. ...Over one million non-aboriginal children in this country live below the poverty line and the rate for aboriginal children is two to three times higher than that. Children are amongst the fastest-growing group of users of food banks in this country. But it is not my task today to convince you that one child in a country of this wealth living in poverty is too many, and that one million is a national disgrace, because I trust you know that...

What is the response, and what is the responsibility of the Canadian child care advocacy movement to this national disgrace? To answer, we need to look at three important questions. First, why are children poor; second, what is the impact of this poverty; and third, what part can child care play in the solution.

The first thing we need to understand is that children's poverty is family poverty, and even more so that children's poverty is women's poverty... Children are poor because their parents are unemployed, because welfare rates are legislated below the poverty line, because minimum wage rates in this country no longer provide a basic minimum wage; because the jobs we now have in this economy are increasingly low wage jobs, and because families now require two incomes in order to live above the poverty line. Children are poor because women's work is grossly undervalued and under paid in this country and because governments for the last decade have shifted the tax burden in this country to the middle and lower class families while at the same time restricting access to education, training and to retraining.

The elimination of child poverty depends on a very particular kind of economic renewal, an economic strategy which calls for full employment providing secure jobs and decent wages. It is an economic strategy which provides adequate levels of income assis-

tance, adequate minimum wage rates and unemployment insurance rates. It is an economic strategy which makes central pay equity and affirmative action programmes...and it is an economic strategy which provides access to education, training and retraining. Quality child care is an essential component of this kind of economic renewal.

I think that in the coming decade our agenda needs to continue to make central child care as a support for women in the paid labour force. But I think there are a couple of things we have to re-emphasise or recognise.

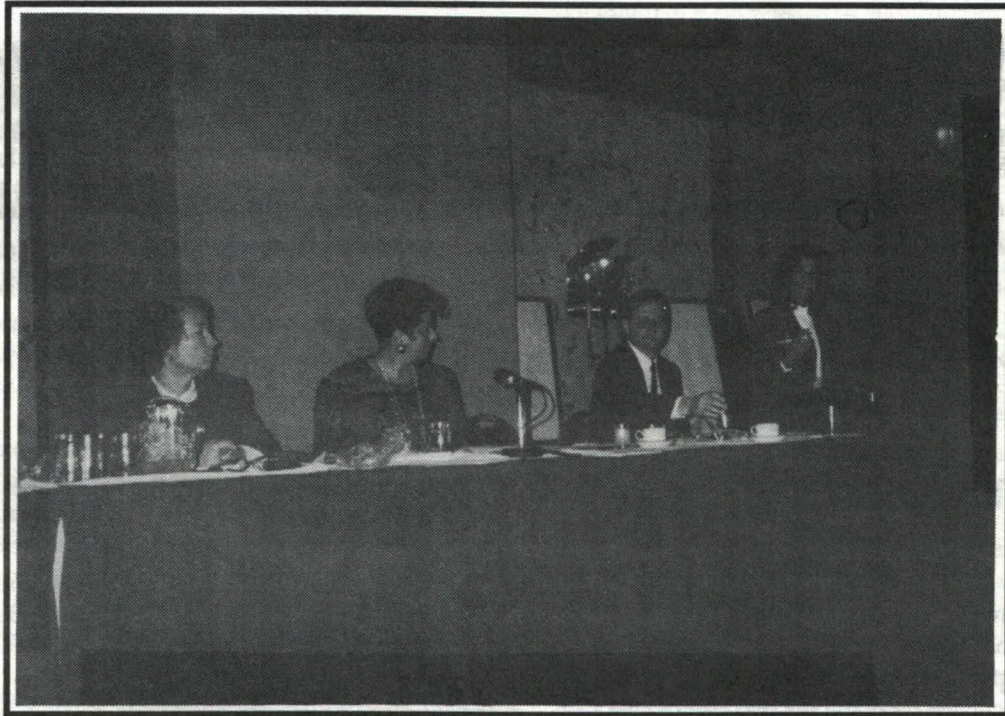
First we have to recognise how vulnerable many working mothers are when it comes to maintaining their job, and so the stability of their child care arrangement becomes even more critical than ever before. Secondly, job patterns for women's participation in the labour force are changing, and we need both flexibility in child care and support for family work policies... Thirdly, we need to pay ever increasing attention to the cost of child care. We are in a situation where affordability has become a key barrier in accessing child care.

We need to turn our attention to mothers who are not participating in the paid labour force...many of whom are poor. We have to be careful not to pretend that the provision of child care will create jobs for those women... But having said that we have to say very clearly that affordable, accessible child care is part of the solution to unemployment. Affordable, accessible, high quality child care is a prerequisite for family, women, and mothers' participation in education, training and retraining, and parents participation in the work force.

We need to assert more vigorously that quality child care experiences in the community are a valuable support for women and children when those women are at home. In the affluent communities of Vancouver the participation rates of children in licensed preschool programs, most of which are part time programs is 85 or 86 percent. And that's because in these communities people accept that these are socially enriching, emotionally enriching experiences for children. We have to make sure that those same opportunities are available for families and children in less affluent communities as well. We have to say that community based child care has an essential role to play in supporting women's participation not only in the paid labour force but in the cultural, political, the social and the community life in which they live ...

But when we do that we have to be very clear that we will not allow our movement to be positioned as a tool for forcing women off welfare. Child care up until recently has been defined as a welfare service, and any (child care) advances we have made have always been legitimated politically as a way to get women off welfare. ... So we need to be clear that part of our agenda is to provide support not only for affluent but also poor women and their children...

We also have to continue to make central in our agenda that we will not allow the field of child care to perpetuate poverty, and by that I mean we need to make more central raising the wages of people who care for our children. We cannot make the claim that



*Rita Chudnovsky addressing delegates.*

quality child care is an essential part of economic renewal which then allows women to go enter the paid labour force off the backs of other women.

Finally I think we need (to) deepen and broaden our concept of accessibility. We have a definition of accessibility which is that child care must be universally accessible to all families and all children regardless of what status and income level... we (also) need to pay attention to geographic accessibility, re-emphasise the importance of neighbourhood-based child care, be more inclusive of children with a wide range of developmental needs, (ensure we have) culturally accessible, culturally appropriate and culturally enriching (programs) which are anti-racist in both policy and practise. We have to also add the concept that our programs and services be free from class bias. We need to take very seriously (what) we hear daily from poor women in this country, of the judgments that have been made by the middle class social services... We need to take a very firm stand that the child care services that we

seek in this country will be free from that class bias and will respect, will support and will learn and will listen to poor parents about their needs and their strengths.

And finally we need to fundamentally and decisively reject the false dichotomy that has been made by the conservative government and by others, that says the economic, social and developmental needs of children are somehow in competition. We need to say that children's development and family health cannot be separated into economic policies that have to do with children whose parents are in the labour force and in a separate stream of programs which address the social and developmental needs of children. We need to say very clearly that the fight against children's poverty is not in competition with the fight for a national child care program, that we will not allow the child care advocacy movement and the anti-poverty movement to be divided, and that the federal government has it all wrong. Child care is not part of the problem, child care is part of the solution.

## REPORTS FROM THE STRATEGY SESSIONS

*The following is an abridged version of the consensus reports which emerged out of the five strategy sessions held at the national child care conference in Ottawa, October 15-19, 1992. The groups focused on child care funding, a comprehensive system, staff wages and working conditions, federal/provincial responsibilities in child care and child care as part of public policy.*

*Working from detailed policy papers, strategy participants were asked to identify problem areas, gaps in policy and structural barriers to the implementation of a national child care program. Out of these reports a child care strategy will be developed. It will serve as the focus for a national campaign for child care leading up to and through the next federal elections.*

*Note: Several sessions made the same recommendations. In the interest of brevity they have not been repeated.*

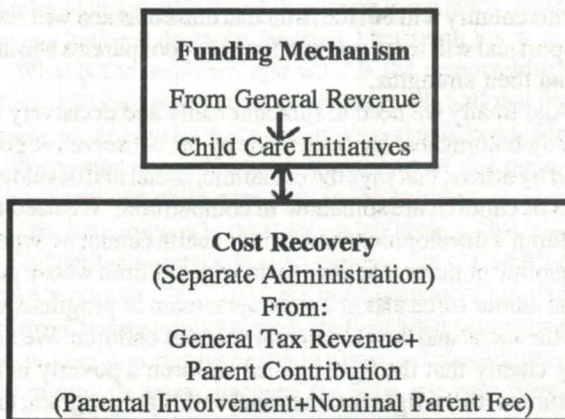
### CHILD CARE FUNDING

#### Preamble

This consensus was reached within the following context:

- \* that there exist a cost-sharing mechanism between the federal government and the provinces/territories.
- \* that funding be calculated based on the real cost of care.
- \* that there be a recognition of regional economic disparity.
- \* that changes will occur in a manner that will ensure equity of outcome, access and opportunity.

#### Goal



#### Short-Term Actions

- \* remove cap from CAP and other mechanisms which inhibit child care
- \* reinstate CCIF \$60-million initiative for First Nations
- \* continue CCIF
- \* provide short term capital funding for new services
- \* push for first ministers meeting to address weaknesses in existing measures

- \* increase subsidy levels to federal guidelines
- \* subsidize to full cost
- \* gear subsidy to age of child
- \* push commitment to "First Call" for children
- \* call for a special funding initiative to build services in partnership with the construction industry

### A COMPREHENSIVE SYSTEM OF CHILD CARE

#### Goal

The goal of a comprehensive child care system is to provide equal access with equitable benefits for all children, regardless of ability-disability, to affordable, high quality, regulated child care and related family support services. This system would take into account the needs of parents dictated by their work patterns and status, cultural heritage, geography and the specific needs of French-speaking and aboriginal communities. It would provided recognition and support to regulated caregivers through the provision of fair wages and working conditions and ongoing training.

A comprehensive child care system provides delivery models which include full, part-time and short-term care in child care centres, family home care, in-home care, nursery schools and family resource centres for at-home parents and other caregivers.

Comprehensive child care is supported by a service system which would include development and funding of an infrastructure that ensures planning, co-ordination, accountability and ongoing research and data collection.

Broader family policy is needed which would include expanded maternity and parental leave and benefits, paid family responsibility leave and flexible work arrangements. These policies are an essential complement to a comprehensive child care system.

A comprehensive child care system can only be guaranteed through a publicly funded National Child Care Program.

A comprehensive child care system will not occur without:

- \* **A National Child Care Act.**
- \* **Research and Development:** to ensure the delivery of appropriate services that respond to local needs.
- \* **Coordination and Collaboration:** at both the community and the government levels.

### Short-Term Actions

- \* mount a national campaign to again win government commitment to a national child care act.
- \* widen the information network to other like-minded organizations.
- \* press provincial and federal governments to improve data collection and analysis of appropriate services.
- \* improve communications between departments and ministries on child care issues with a view to coordinate and consolidate services.
- \* develop a strong coalition among women's groups, the labour movement, and other child care advocacy groups.
- \* provide better information to the public, business and community organizations.
- \* press unions and employers to be more responsive to the changing needs of families through supportive employment policies.
- \* amend labour legislation to extend maternity and parental leave and provide for paid family responsibility leave and work flexibility.
- \* extend CCIF to enable universities and child care organizations to conduct research and disseminate findings.
- \* build partnerships and work in collaboration with other agencies and organizations that serve children.
- \* direct governments to facilitate community planning and a "hub" model approach to service delivery.
- \* recognize parents as partners and undertake a concerted effort to involved them in all aspects of advocacy.

## CARING FOR CHILDREN

### Preamble

Child care staff are the key to quality child care. Staff require skills and knowledge of child development and early childhood education practices that are acquired through post-secondary education and professional development. The regulatory environment including legislation, licensing, monitoring and enforcement is necessary to ensure a supportive environment for staff and high quality programs for children. Salaries and benefits must acknowledge and value the importance of training in early childhood education which, in turn, fosters the stability and long-term commitment of child care staff. Public funding which provides good salaries and benefits to staff and good working conditions is therefore critical in ensuring high quality child care programs.

### Goals

- To improve wages, benefits and working conditions by:
- \* facilitating discussion among key groups (unions, advocacy and professional associations) to address the improvement of salaries, benefits and working conditions.
  - \* investigating models of other groups which negotiate for better salaries, benefits and working conditions, including professional organizations and unions.
  - \* developing collective bargaining models for child care staff
  - \* improving minimum wage and employment standards in each province and territory.

To ensure appropriate education and training requirements for child care staff by:

- \* establishing national standards for ECE training programs
- \* establishing provincial/territorial regulations which:
  - require minimum training requirements for all program staff.
  - are accessible to child care staff in group centres and regulated family home child care and parent-child resource centres programs.

To establish training/education delivery models that are responsive to a variety of needs by:

- \* establishment of innovative training and education programs that meet standard outcomes.
- \* development of curriculum that is sensitive to the diversity of culture, race, language, ability/disability, class and aboriginal communities.

### Short-Term Actions

- \* education of staff and ECE students in the field on models of negotiation for better salaries, benefits and working conditions including unionization, the importance of working in coalitions and the significance of collective action.
- \* provincial key stakeholders (advocacy, unions and professional organizations) should explore how to improve funding, salaries and working conditions - considering the possibility of professional organizations gaining union status to collectively bargain for their members and to improve working conditions.
- \* engage unions in discussions about organizing child care staff, identifying the special needs of child care environments. Explore provincial/sectoral bargaining strategies. Recognize political action component necessary in all strategies.
- \* the Canadian Child Care Federation (CCCCF) and the Canadian Day Care Advocacy Association (CDCAA) should convene a meeting of national stakeholders, including community colleges, governmental bodies, professional groups, unions and advocacy associations to provide meaningful input into the development of guidelines for voluntary national standards that could guide provincial regulations for child care programs and ECE training programs.

Continued page 14

From page 13

- \* support the current initiatives by the CCF to examine core-content for post-secondary training and education programs.
- \* CDCAA demand federal reinstatement of post-secondary funding to provinces and territories; lobby at federal and provincial/territorial level for post-secondary education dollars for ECE programs.

## FEDERAL/PROVINCIAL RESPONSIBILITIES

### Preamble

#### Federal Government involvement is necessary:

- \* to generalize provincial/territorial/First Nations initiative across the country;
- \* to ensure equity of services across Canada;
- \* provide substantial funding to ensure a near-public (public & non-profit) child care system.
- \* provincial/territorial/First Nations child care services should be housed in a ministry which values it -- and not carry the welfare stigma.

### Goals

- \* review the federal tax structure and legislation with the goal of instituting more progressive taxation to help pay for social programs.
- \* include in public education the changing role of family and implications for child care needs.
- \* create a Child Care Act which embodies the components and rationale stated in the recommendations below.

#### Federal responsibilities

- \* child care legislation including guidelines for cost-shared funding
- \* to provide capital funds
- \* to develop a structure responsible for research, legislation and the monitoring of federal funding for child care

#### Provincial/territorial/First Nations responsibilities:

- \* licensing
- \* monitoring, enforcement
- \* service equity
- \* planning
- \* dedicated legislation
- \* certification/education of child care staff
- \* cost-shares funding
- \* human resources
- \* accountable to non-government involvement (such as child care boards, advisory boards, etc)

#### Local responsibilities

- \* service delivery - mix of government & non-profit
- \* encouragement of service development

#### Short-Term Action

- \* a first minister's conference on child care open to the public and including child care representatives.
- \* lift the cap on CAP; make retroactive payments; re-establish previous funding levels in other cost-shared programs.
- \* extend the time lines for CCIF and broaden the criteria for eligibility to include other types of initiatives

## CHILD CARE IN A PUBLIC POLICY CONTEXT

### Preamble

#### Child care is an essential public service

Child care must be a public service which contributes to the public good and strengthens all children, families, women and the larger society.

#### Child care has multiple target groups

Child care policy must be holistic and well integrated, ensuring:

- \* **children's** rights to an environment which supports their well-being, health and optimal development.
- \* **families'** rights to societal support for childbearing and access to employment.
- \* **women's** right to participate in the paid labour force and to make contributions in the public domain.
- \* benefits the **larger community** as a foundation for the economy and a key piece of the social infrastructure.

#### Child care is part of a healthy society and a viable economy

Child care contributes to the development of a social infrastructure which supports families and communities. It fortifies a healthy, viable economy by supporting a stable workforce and by enhancing purchasing power of families, augments the general tax base. Child care can help to address systemic problems which have perpetuated the feminization of poverty by offering families and women real choices.

### Goals

#### Child care as a public service

- \* must provide access to a comprehensive range of flexible service options. Parents should determine the extent and nature of their children's participation.
- \* labour market and job creation strategies and training and education programs must be linked to child care.
- \* is publicly-funded through direct service funding.
- \* is coordinated with parental leaves and other employment-related benefits

- \* recognizes and provides appropriate programming for cultural, ethnic, racial and geographic diversity.
- \* has equity as an explicit goal.

**A National Child Care Policy**

Demands federal leadership, demonstrating a clear commitment to our beliefs in collective responsibility for social programs. Includes a clear statement of goals and objectives and provides funding to ensure provincial/territorial compliance with basic policy principles.

**Short-Term Actions**

**Education**

Develop a public education strategy which focuses on our social environment, sustainable human development and the costs of the failure to act on child care.

Develop a national child care strategy to inform parents, the corporate sector, governments and the public at large about the benefits of a national child care program.

**Alliances**

Develop a national election campaign with labour, women's and other traditional and non-traditional allies. Strengthen alliances with child poverty groups, faith communities, professional and other groups for participation in a national child care campaign.

**Demands to the federal government**

Make children's issues a high national priority. Meet our international obligations related to child care and other children's issues which Canada made a commitment to by ratification of the United Nations Convention on the Rights of the Child.

***A copy of the full conference proceedings is available from the Canadian Day Care Advocacy Association, 323 rue Chapel Street, Ottawa, Ontario K1N 7Z2 (Phone: 613-594-3196 Fax: 613-594-9375).***

***The revised strategy papers, along with highlights of the conference speeches, is being published in book form and will be available in mid-January from the Ontario Coalition for Better Child Care, 500A Bloor Street West, Toronto, Ontario M5S 1Y8 (Phone: 416-538-0628 Fax: 416-538-6737).***



***Dorothy Dudek of the Manitoba Child Care Association introducing tireless child care advocate Howard Clifford at the national child care conference banquet.***

## THE MERGING OF WORK AND FAMILY AGENDAS: BUMPS, BENEFITS AND BACKING

*The following are excerpts from a speech given at the national child care conference by Kim Taylor, Employment Equity Manager at Ontario Hydro.*

It's a pleasure to be here and have a small part in helping ensure childcare issues get the attention and the action they deserve... My role on this panel is to represent business. That responsibility is more than a little daunting...

We're a province-wide electric utility with over 100 work sites across Ontario an over 29,000 regular employees. Approximately 22% of our workforce is women. The majority of employees are represented by C.U.P.E Local 1000... Demographics clearly show women as an increasingly important pool of talent. In addition, our workers were beginning to provide us with more and more indications of how their values and priorities were changing...

I must tell you that in the "Before Childcare" years, many people had dire predictions of the wrack and ruin that would be the result of our acknowledging and addressing workers' family responsibility...

Now, some years later, we have a spectrum of policies and programs that help our workers manage their family responsibilities. Our first step was the provision of workplace childcare. In 1985 we opened our first center at our Head Office in downtown Toronto. Now we have four different centres in operation, each with its own character and management structure...

To qualify for Hydro's support (which consists primarily of contributions to capital costs and ongoing support in the form of occupancy costs -- heat, light, maintenance and cleaning), proposed childcare facilities must:

- \* be non-profit and provide for a high degree of parent involvement.
- \* be self-sustaining after capital costs are met; the company does not subsidize parent fees or provide other operating grants.
- \* give Hydro employees a priority in the admission policy but the centres not be exclusively for our staff.
- \* be accessible to people in all jobs, at all levels (with daycare costs being what they are, this has been one of our toughest challenges. It's also bothered me that we haven't yet been able to satisfactorily address the needs of shift worker, although one of our center is to have a home daycare component that might help).
- \* pay close attention to potential impacts on the local community, particularly in terms of fees and salaries.

All our existing centres are a result of employee initiatives and are run by parent boards. Some of our centres are co-operative ventures of partnerships but Ontario Hydro does not manage childcare facilities...

In other program areas, we've tried parenting courses and offer video and print resources for parents through our Employment Equity resource center...

To help effect our culture change, we went to tour people to find out their needs and what they thought we were doing well -- and not so well...

What we got back was interesting. As we'd anticipated, people didn't necessarily want more policies and programs (although there were some definite needs expressed). What they felt would be more significant was the creation of a truly supportive culture. In fact, both managers and employees felt that this culture was going to be absolutely essential to productivity...

We need education and training for everyone - supervisors and employees - education and training that will empower individuals and promote joint problem-solving. We do need enhancement of our childcare; workplace childcare does not suit everyone nor can we make it broadly available. Shifting work pattern and the requirements to travel or work long hours will also require some reworking of attitudes and systems. We need a family responsibility leave policy... We need to somehow address eldercare responsibilities and family relocations. And) we need more alternative work arrangements...

As an organization, we must go beyond our walls to partnerships in the community and networking with others in pushing for broader change. In this regard, we're moving slowly into the advocacy role. Organizational change will be facilitated and enhanced by change on a larger scale...

To sum up the role of business then, we can help employees achieve balance and satisfaction in their professional and personal lives. But we see ourselves as complementing government programs -- and ideally a comprehensive system -- not filling voids...



**SCHOOL-AGE CHILD CARE NEWSLETTER ON THE WAY**

The Ontario School-Age Child Care Committee (OSACC) has joined the Ontario Coalition for Better Child Care, and both groups are delighted. School-age child care is coming into its own as an area of child care with its own particular joys, problems, and advocacy needs. The input of the OSACC will help the OCBCC become more informed - and proactive - on the issues facing the school-age child care community.

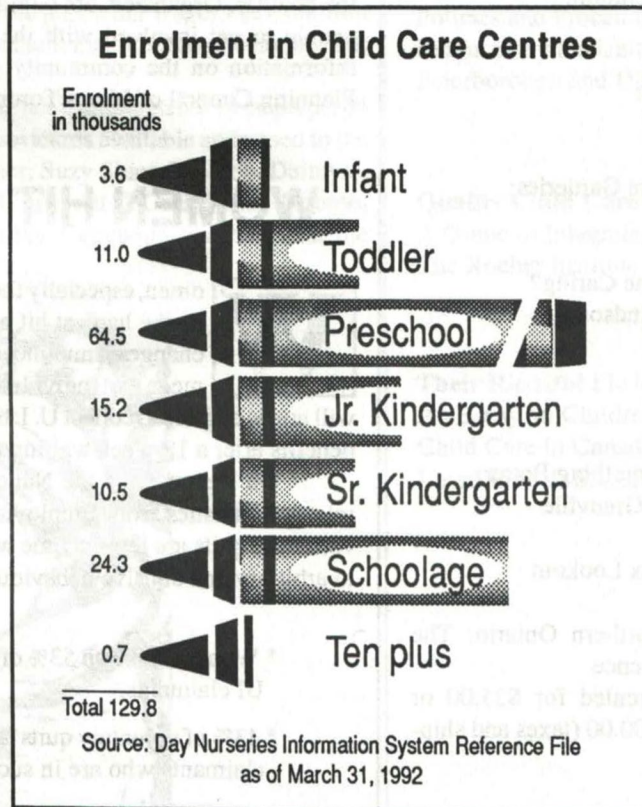
The committee has been producing a newsletter, Exploring Environments, since December of 1991. The OSACC has decided to make this newsletter available to Child Care Challenge subscribers, and as of March 1993 the OCBCC will be publishing Exploring Environments along with its own Newsletter. Watch the March issue of Child Care challenge for your complimentary copy and subscription information.

**STUDIES IN SCHOOL-AGE CHILD CARE NOW AVAILABLE!**

**S**t. Lawrence College in Kingston is now offering two courses in school-age child care. Available through the Individual Studies program, they may be taken, like correspondence courses, without actually having to attend Kingston. They can also be started at any time of the year.

The courses were developed as a result of the Consultation on School Age Training Report. Issued in December 1992, the report had been prepared by faculty members for the MCSS Child Care Branch. Through a process of surveying all ECE programs in the community college system and 900 licensed child care centres across Ontario, as well as holding a series of focus forums, the report was able to demonstrate the demand for courses in school-age child care.

The two courses now available were developed with funding from MCSS. The Child Care Initiatives Fund provided a grant for the development of a further three courses. They will be available in the summer of 1993. For further info contact:



## VIDEOS

The following videos can be obtained from the Ontario Coalition for Better Child Care.

**The Price of Profit**  
(dir.) Antony Anderson.  
(28 minutes) 1987

**The Child Care Mosaic**  
(25 minutes) 1987  
(dir.) Susan Colley, Action Day Care

**Stitching It Together: Child Care in the Garment Industry**  
(18 minutes) 1988  
(dir.) Susan Colley.

**Childcare: Myths and Realities: Ontario**

**Child Care Desperation: Guelph**

**The Bottom Line: Hamilton**

**Pour Sauver Notre Garderies: Hearst**

**Who's Sharing the Caring? Child Care in Windsor**

**Time for Change: Sarnia**

**Searching for Something Better: County of Leeds Grenville**

**Day Care in Sioux Lookout**

**Day Care in Northern Ontario: The Marathon Experience**  
Videos can be rented for \$25.00 or purchased for \$100.00 (taxes and shipping included).

For more information about videos contact the Ontario Coalition for Better Child Care, 500A Bloor Street West, Toronto, Ont., M5S 1Y8 Phone (416) 538-0628; Fax (416) 538-6737.

## REPORT CARD ISSUES FAILING GRADE ON CHILD POVERTY

**O**n November 17 Campaign 2000, a partnership which includes 30 community groups and 11 national organisations, kicked off Children's Week by issuing Canada's first Social Report Card. The date marked the third anniversary of the all-party House of Commons resolution to eliminate child poverty by the year 2000. Campaign 2000 is committed to holding the politicians to that promise.

Prepared by the Canadian Council on Social Development, the Report Card measures eleven indicators of poverty. The indicators focus on poverty rates and income distribution, health, food, housing, employment, education, income support, tax and benefit policies, and child care. They will be updated and reported annually to remind Canadians - and Canadian politicians - of the desperate conditions of poor children.

The Report Card revealed that one out of every six children in Canada lives below the poverty line. The onset of the recession has seen a big increase in the number of children living in poverty. Between 1989 and 1990 the numbers swelled by more than 170,000 to a total of 1.1 million children in poverty.

"If I were grading Canada's performance in living up to its promise to end child poverty, I would have to say we are failing," said Campaign 2000 spokesperson Noelle-Dominique Willems.

The press conference was highly successful, and had extensive media coverage across the country. Organizers are hoping that publication of the Report Card will motivate more people to get involved with the Campaign 2000 community partner in their area. For information on the community partner nearest you, contact Linda Nicol at the Social Planning Council of Metro Toronto at (416) 351-0095.

## WOMEN HIT HARDEST BY UI CUTS

**W**omen, especially those who suffer abuse and harassment in the workplace, will be the hardest hit by changes to the Unemployment Insurance system. The changes, announced by Finance Minister Don Mazankowski on December 2, mean that individuals who are fired, or who quit their jobs without "just cause" will not be eligible to collect U. I. benefits. Before the announcement voluntary quits received benefits after a 12-week waiting period.

On December 7 the National Action Committee on the Status of Women (NAC) released statistics from Employment and Immigration which suggest that the majority of voluntary quits are low-income women in non-unionised jobs who are the most vulnerable to arbitrary and abusive behaviour by employers. The unpublished statistics show:

- \* Women make up 53% of voluntary quits even though they make up only 37% of all UI claimants.
- \* 43% of voluntary quits are in low income occupations, compared to 28% of total UI claimants who are in such occupations.
- \* 63% of all voluntary quits have a long term-attachment to the labour market (over 40 weeks).

Advocates have pointed out that there is no simple legal definition of what constitutes "just cause" in quitting a job. Although judges have upheld such reasons as health and safety concerns and harassment, women who leave their jobs due to harassment face a lengthy court

process to prove their case. Most would be unable to cope with the financial hardship resulting in launching such a case while remaining ineligible for benefits.

"Employment Minister Valcourt's statement that most voluntary quits are irresponsible people who are looking for a free ride is misleading the Canadian public," stated Lorraine Michael, chair of NAC's Future of Women's Work Committee. NAC has challenged Minister Valcourt to release the unpublished UI statistics immediately.

## HOMEWORKERS COALITION LAUNCHES 'CLEAN CLOTHES' CAMPAIGN

**T**he Coalition for Fair Wages and Working Conditions for Homeworkers has launched a campaign to draw attention to the exploitation of women in the garment industry. A research project conducted by the International Ladies Garment Workers Union (ILGWU) showed that homemakers are not receiving minimum wage, work in hazardous conditions, and do not receive many of the basic employment benefits of other workers including overtime pay, statutory holidays, or unemployment insurance. Many of the women in the study were immigrant women who were forced to take homework because they were unable to access affordable child care.

"Clean Clothes" are clothes made by workers who are paid a fair wage. The Coalition is asking people to pressure retailers to buy only from garment manufacturers who pay fair wages and provide decent, safe working conditions.

An excellent information package on the Clean Clothes Campaign has been prepared by the Homeworkers Coalition. There are also campaign postcards available addressed to the Presidents of Eatons, Hudson Bay, and Dylex (Fairweather, Suzy Shier, Tip Top, Dalmys). To order contact the Homeworkers Coalition at the ILGWU office at 33 Cecil Street, Toronto; M5T 1N8, or call (416) 977-1384. Join the Clean Clothes Campaign and help end the exploitation of women working in the garment industry.



## NEW IN THE OCBCC RESOURCE ROOM...

### Well Beings

A Guide to Promote the Physical Health, Safety and Emotional Well-Being of Children in Child Care Centres and Family Day Care Homes

A Project of the Canadian Paediatric Society

2 Volumes

### Conflict of Interest and Confidentiality

Ethical Responsibilities of Boards of Directors: A Guide to Development of Policies and Procedures

Produced by the United Way of Peterborough and District

### Quality Child Care for All:

A Guide to Integration  
The Roeher Institute

### Their Rightful Place

An Essay on Children, Families and Child Care in Canada  
Loren Lind & Susan Prentice

# THE ACRONYMS DICTIONARY

*In our last issue we printed a list of acronyms designed to help you decipher the growing numbers of these bewildering clumps of letters. We also asked you to send us any acronyms we missed, as well as those that don't yet exist, but should.*

*Valerie Rhomberg of Canadian Mothercraft Society wasted no time in faxing us a list of acronyms we missed. So Valerie, here are your acronyms - let's see if anyone else out there can do better!*

- ABC - Anti-Bias Curriculum
- DNA - Day Nurseries Act
- CJS - Canadian Job Strategies
- CAYC - Canadian Association for Young Children
- GRC - Gerrard Resource Centre
- CMS - Canadian Mothercraft Society
- OLPH - Our Lady of Perpetual Help : Valerie says "not "OLF" !!"
- NAEYC - National Assoc. for the Education of Young Children: (American based organization)

*Our thanks to Valerie for her contributions - and Valerie, the last acronym was cut off the bottom of the page, so send it over again!*

*In addition, we here at the OCBCC have a few more acronyms of our own to share with you...*

- DCCMC - Divisional Child Care Management Committee: MCSS representatives responsible for overseeing child care reform. See page 4 for a partial listing of committee members.
- ESA - Employment Standards Act
- JOTF - Jobs Ontario Training Fund
- NAPO - National Anti-Poverty Organization
- OCSJ - Ontario Coalition for Social Justice

# OFL WOMEN'S CONFERENCE A GREAT SUCCESS

**M**ore Than A Day's Work: Women In The Union, At Home, and On The Job" was the theme of the 1992 Ontario Federation of Labour's Women's Conference, held in downtown Toronto Sept 30 to October 2. Over 400 participants from across Ontario, representing a cross section of public and private sector unions, were in attendance when OFL Secretary Treasurer Julie Davis opened the conference.

Keynote speaker Judy Rebick, progressive theatre troupe Company of Sirens, and panellist and CUPE President Judy Darcy were just a few of the highlights of the three-day conference. Workshops tackled a number of issues, including Leaves for family responsibilities, violence against women, sexual harassment, injured workers with family responsibilities, and child care reform.

The conference opened with a lobby of the three provincial party caucuses on the issue of homeworking. (See "Clean Clothes Campaign" page 19) Each caucus heard a statement from a homeworker in the garment industry detailing the poor wages and working conditions in the sector. Caucus members were then asked to support a series of measures which would end this exploitation.

Members of the Conservative and Liberal party caucuses were unwilling to commit themselves. However both did support stronger enforcement of the Employment Standards Act (ESA).

The NDP government caucus' response was given by Minister of Labour Bob Mackenzie. Mackenzie announced a Task Force on Broader Based Bargaining and amendments to the ESA.

MCSS Minister and Minister Responsible for Women's Issues Marion Boyd announced a recent grant to the International Ladies Garment Workers Union to inform homeworkers of their rights, provide educational forums for homeworkers, and to identify and promote centres for women to share their experiences in homeworking. The NDP caucus strongly supported development of more effective ways of enforcing the ESA through working with workers, their unions, and coalitions.



# The Child Care Network

Ontario Coalition for Better Child Care

The Child Care Network is working to save your program \$\$\$\$ by offering a choice of comprehensive group insurance benefit plans, usually only available to very large employers, at the lowest possible rates. We can give you a simple cost analysis of your current plan, and show you how much money you can save. Below is an example of the savings one centre enjoyed since coming on board the Child Care Network plan. Call Eileen Condon at the Coalition office (416-538-0628) for further details.

## PAT SCHULTZ CHILD CARE CENTRE

## COMPARISON OF BENEFITS

<u>BENEFIT</u>	<u>LONDON LIFE</u>	<u>CHILD CARE NETWORK PLAN "C"</u>
Life/AD&D:	200% of Earnings	Same
Dependent Life:	Spouse \$10,000 Child \$ 5,000	Same Same
Long Term Disability:	Max - \$4000	\$4,500
Formula:	66 2/3% of first \$2,250 of monthly earnings & 50% of balance	66 2/3% of monthly earnings
Waiting Period:	119 Days	Same
Benefit Period:	To Age 65	Same
Definition:	Unable to do any job	"Your own Job" for first 24 months & thereafter, any job
Dentalcare:	Max - unlimited	\$1,500/year per family member
Reimbursement:	100%	Same
Deductible:	Nil	Same
Coverage:	Basic - endodontics & periodontics included	Same
	Major - Nil	Dentures and Bridgework
	Reimbursement Nil	50%
	Maximum Nil	\$2,000 X 5 years
	Orthodontics - Nil	Children ages 6 - 18
	Reimbursement Nil	50%
	Maximum Nil	\$1,500 Lifetime
Extended Healthcare:		
Reimbursement:	100%	Same
Deductible:	Nil	Same
Coverage:	Semi-private room	Same
	Nursing - 1year lifetime	\$5,000/year
	Paramedical - \$20/visit	\$500/yr per practitioner
	Psychologist - \$20/visit	\$500/yr inclusive, per family member
	Social Worker Nil	\$500/yr
	Accidental Dental	Same
	Hearing Aids - Nil	Same
	Vision Care - Nil	\$200 X 24 months
	Drug Max. - unlimited	\$10,000/yr
	Out of Prov. - unlimited	Same
TOTAL PREMIUM:	\$1,018.23	\$ 658.62
MONTHLY SAVING:		\$ 359.61
ANNUAL PREMIUM:	\$12,218.76	\$7,903.44

**ANNUAL SAVING: \$4,315.32**

## **REMINDER TO RENEW YOUR COALITION MEMBERSHIP IN 1993!!**

Your continued membership support is very important to us - it is crucial for our survival.

In 1993, member renewal fees will be payable on the anniversary date of joining. You will be receiving a membership renewal invoice, along with a request to renew. By renewing your membership, you will continue to be part of a dynamic movement to reform child care in Ontario.

Membership in the Coalition and The Child Care Network also entitles you to a number of innovative services and publications:

- \*the most comprehensive group insurance benefits anywhere at the most competitive rates
- \*computerized bookkeeping and accounting packages adapted to meet the unique needs of child care programs
- \*record management software specially developed by The Network for Canadian child care programs
- \*reduced rates for all Coalition events
- \*Free OCBCC publications
- \***Child Care Challenge Newsletter**, published quarterly
- \***Network News**, which keep programs up-to-date with the latest child care news

# Join the Coalition Today

**PLEASE CONTINUE TO SUPPORT THE STRUGGLE FOR BETTER CHILD CARE!**

Name: \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Prov \_\_\_\_\_ Postal \_\_\_\_\_

Tel: (w) \_\_\_\_\_ Tel: (h) \_\_\_\_\_ Fax: \_\_\_\_\_

<b>Students/Unwaged</b>	<b>\$ 15.00</b>
<b>Child Care Workers</b>	<b>\$ 25.00</b>
<b>Individuals</b>	<b>\$ 40.00</b>
<b>Groups:</b>	<b>\$ 45.00</b>
i.e. union locals, local child care coalitions etc.	

<b>Provincial Organizations:</b>	
Up to 50 members	\$ 50.00
51 to 200	75.00
201 to 1,000	150.00
1001 to 5,000	400.00
More than 5,000	500.00

<b>The Child Care Network Membership Fees:</b>	
<b>Child Care Centres</b>	<b>\$125.00</b>
	<b>+ \$1 per licensed space</b>

<b>Private Home Daycare Agencies</b>	<b>\$ 75.00</b>
	<b>+ \$1 per home</b>

<b>Other unlicensed child care related programs, such as resource centres, drop-in centres, and toy lending libraries</b>	<b>\$ 50.00</b>
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<b>Newsletter Subscription</b>	<b>\$ 15.00</b>
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## ARE YOU INTERESTED IN GETTING MORE INVOLVED IN THE COALITION?

Every year the Ontario Coalition for Better Child Care elects five individuals to sit on the Coalition Council. The Council is composed of representatives from provincial organizations, local coalition groups, child care programs and the elected individuals. Ten per cent (10%) of the Council members are individual members elected by the membership. *The year's election will take place at the Council meeting on Sunday, February 21st, Members' Lounge, New City Hall, Toronto, Ontario.*

If you are a member of the Coalition and want to become more actively involved, then why not consider running for the Coalition Council? If you can't stand, how about another member in your community? The Council meetings occur three times a year and the executive (which is elected from the Council) meets more frequently. Travel expenses to meetings are paid by the Coalition. The following guidelines for the election have been adopted. Please contact us if you need more information.

- a) the nominee must be a Coalition member as of January 1, 1993;
- b) the nominee must be nominated by a Coalition member;
- c) the nomination must be received in the Coalition office by February 5, 1993;
- d) if you wish, please enclose a brief biography of the nominee. It must reach the office by February 5, 1993;
- e) all nominees may introduce themselves in a two minute speech to the AGM on Sunday, February 21, 1993;
- f) members present will then vote for candidates;
- g) the five candidates with the highest number of votes will become elected members to the Coalition's Council.

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### NOMINATION FORM

I, \_\_\_\_\_

NOMINATE \_\_\_\_\_

(Name of Candidate)

to be a Council member of the Ontario Coalition for Better Child Care for 1993-94.

\_\_\_\_\_  
(Signature)

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Organization: \_\_\_\_\_

Tel. No: (     ) \_\_\_\_\_

# THE CHILD CARE NETWORK OUR FIRST FORUM



WHEN: SATURDAY, FEBRUARY 20, 1993  
WHERE: MEMBERS' LOUNGE, NEW CITY HALL TORONTO  
TIME: 1:00 TO 4:30 P.M.

In the current economic and political climate, it is clear that the time has come for **The Child Care Network**, the voice for non-profit child care programs in Ontario. Just as we have successfully joined together and negotiated the lowest possible rates for group benefits insurance, we must now join to meet our political objectives and strengthen our bargaining position with the provincial government.

The Forum has been designed to give Network members and prospective members an opportunity to:

- \* meet fellow members from across the province
- \* develop strategies to strengthen our ability to negotiate and organize for change
- \* assess current **Network** services and develop new services
- \* develop future **Network** services
- \* strategies to develop and build membership

We have an exciting agenda planned, and look forward to your input. If you would like to register for the Forum, please call Eileen Condon at (416) 538-0628. (Further details will be mailed to all Network members early in the New Year.)

**EVERYONE WELCOME!!**

## INVITATION AND NOTICE

### OCBCC COUNCIL MEETING AND AGM

WHEN: SUNDAY, FEBRUARY 21, 1993  
WHERE: MEMBERS' LOUNGE, NEW CITY HALL TORONTO  
TIME: 10:00A.M. - 4:30P.M.

The Council is the governing body of the Ontario Coalition for Better Child Care. Representatives from province-wide organizations, local child care coalitions and child care programs are appointed to sit on the Council. The Council meets three times a year. General members are elected to the Council yearly. No less than ten percent (10%) of Council members shall consist of General Members. An executive committee is elected from among the Council members to carry out the business of the Coalition between Council meetings. *Council meetings are open to all members of OCBCC, and you are welcome to attend.*